

Supervisory Housing Management Specialist,

Ratee _____

Rater _____

Senior Rater _____

Objective 1: Housing requirements

On an ongoing basis, direct and manage the housing program, including development and monitoring of long- and short-range plans. Serve as functional proponent for Army Family Housing budget requirements and advise public works division chief and resource management on effective housing resource allocation. Ensures that all resources are protected, accounted for and are expended in compliance with statutory, regulatory and policy requirements.

Measurements:

- **Conforms to IMCOM Strategic Plan**
- **Ensure housing requirements are captured within fiscal year budget**
- **Assimilate SMC housing furnishings management function into housing**

Contributing Factor: Leadership, critical thinking

Relevant Mission Alignment: Goal 2, 3, 4

Weight: 40

Create new programs and initiatives to meet IMCOM-Europe housing requirements.

Objective 2; Housing operations

Establish, enforce, and promulgate housing policy guidance. Provide advice and guidance to the public work division chief and resource management team on all aspects of housing management policy to ensure effective use of housing resources. Ensures that all resources are protected, accounted for and are expended in compliance with statutory, regulatory and policy requirements.

Measurements:

- **Family on-post and leased housing utilization reports**
- **Barracks utilization reports.**
- **Management control plans, appendix K , AR210-50**
- **AR210-50 and AE Supl 210-50**

Contributing Factor: Cooperation & Teamwork, Communication

Relevant Mission Alignment: Goal 2, 3, 4
Weight: 40

Objective 3: Supervisory

Execute the full range of human resources (including performance management as outlined in DoD 1400.25-M, SC1940.5.7.4.) and fiscal responsibilities within established timelines and *in accordance with applicable regulations*. Adhere to merit principles. Develop a vision for the work unit; align performance expectations with organizational goals. Maintain a safe work environment and *promptly address* allegations of noncompliance. Ensure EEO/EO principles are adhered to throughout the organization. Ensure continuing application of, and compliance with, applicable laws, regulations and policies governing prohibited personnel practices; *promptly address* allegations of prohibited discrimination, harassment, and retaliation.

Contributing Factor: Communication

Relevant Mission Alignment: Goal 1, 2, 3, & 4
Weight: 20